

THE CIVILIAN

A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS
OF THE
CIVIL SERVICE OF CANADA

FEATURES

Co-operation in the Service,—by H. T. Owens.

“To the Failure,”—by the Poet “Low Rate.”

“Call All Hands.”

The Roll of Honour.

Women's Column.

With the 2nd Contingent.

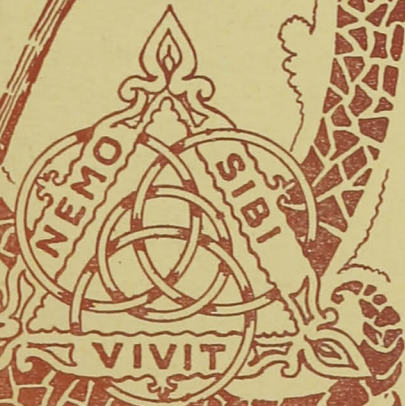
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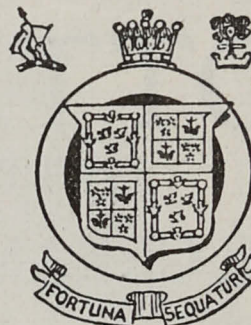
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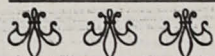
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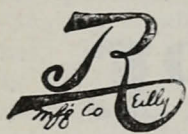
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THE CIVILIAN

VOL. VII.

APRIL 2, 1915.

No. 25

Co-operative Buying and Distribution in the Service

By H. T. OWENS,

Chairman Committee on Co-operation, Civil Service Federation of Canada.

The action of the recent Civil Service Federation Convention in delegating specific work to the Committee on Co-operation marks a new era in the development of co-operation in the public service.

The effort to reduce the cost of living by co-operative buying and distribution is no new thing in the public service. It has been practised in various forms for many years. As early as 1869, a Civil Service Co-operative Association was formed. A friend in the Service has sent the writer a copy of the circular distributed to the four hundred persons comprising "the employees of the Civil Government" at that time. This organization proposed the following plans of operation:—

"1. When any number of members wish to lay in a supply of any article of general consumption, as coal, firewood, flour, butter, &c., the Managing Committee may make out a list of the intended purchasers, and order the quantity bespoke, at wholesale prices, dividing it amongst the subscribers to the list. There is no doubt a large saving can be effected in this way at a small cost for management.

"2. Arrangements may be made by the Committee with existing tradesmen in Ottawa to take a specified discount off all their prices to members of the Association for payment in cash, or for cash at the end of each month. This is the principle adopted by the Civil Service Co-operative Association in England, and involves hardly any expenses of management.

"A third method, frequently adopted by such Associations in England, viz.: that of establishing a co-operative store, appears to us inapplicable to the circumstances of the Civil Service at Ottawa."

The capital stock of this first co-operative enterprise was limited to \$2,000, to be issued in units of \$10, and no transaction was to

be undertaken until \$1,500 had been subscribed and \$1,000 paid in. Ten per cent. was to be deposited on the estimated cost of each purchase, the balance to be paid when the goods were delivered. The Association would add a profit sufficient to cover expenses of management, and to pay 8 per cent. interest on capital, any surplus profit to be placed in a reserve fund. If the expenses of management were underestimated, an assessment was to be made on each consumer in proportion to his consumption. A small remuneration was provided for the Managing Committee for their attendance at the necessary meetings of the Committee, but it was "hoped that they would give their services gratuitously at first." (No such generous provision exists in the by-laws of the present-day Association.) A salaried secretary-treasurer was to be appointed, who should have a shed or out-building in which packages could be subdivided for distribution. The following were the first Managing Committee:—E. A. Meredith, President; Messrs. Taylor, Tilton, Alf. Todd, Ashworth and Coursolles. An interesting historic parallel is the fact that an Ashworth was included among the famous twenty-eight pioneers of Rochdale.

So far as can be learned, all of these promoters have passed away, Col. Tilton's demise occurring but last year. Mr. Walter Todd, son of the Alf. Todd mentioned, remembers in his boyhood days that the Association was active, and that for several years shipments came by boat from Montreal and were duly distributed. The exact year of the discontinuance of this pioneer Association has not yet been learned.

It will be noted that the co-operators of

1869 did not believe the establishment of a store would be successful. In this opinion lies an interesting historical parallel. Robert Owen, the pioneer of co-operation in Great Britain, never believed that running a grocery business would usher in a new economic era. Yet it did. And the more modern co-operators of Ottawa decided upon a store, patterned after the successful British models.

Present-day Co-operation.

There are three typical modes of co-operative buying and distribution practised in the public service to-day. These, I would term, spasmodic, intermittent, and orthodox co-operation.

1. Under spasmodic co-operation, the method most frequently used is for some individual to procure a certain food commodity from a producer or wholesaler, and distribute it principally among his immediate office-mates. The individual promoter may act throughout as a philanthropist, or may receive a commission for his trouble. I have even heard of a loss being borne by a philanthropist on one such transaction.

2. Intermittent co-operation I would define as that method by which a more or less regular system of buying and distribution is practised, either philanthropically or on a commission basis as above described. This method is the apostolic successor to the defunct pioneer Association, and requires infinitely less machinery to operate.

3. Orthodox, or constant, co-operation is the establishment and conduct of a store or warehouse on the principles recognized by the Co-operative Alliance. Articles are sold at standard prices, and dividends are paid out of profits according to the amounts purchased.

Of course there are variations of these methods. Some were described in the debate on the co-operative resolutions at the recent Convention. One interesting method was described to the writer there by Mr. T. deLamadeleine, who is a member of a savings and loan society in Maisonneuve Parish. The members of this society purchase some commodities in bulk lots, and distribute them at cost; they also, like the Ottawa Association in 1869, have made arrange-

ments with certain retail dealers for a special discount for cash or monthly payments.

Co-operation in Coal, Ice, etc.

Several Civil Service Associations in Canada, notably London, Toronto and Ottawa, have done something in the way of supplying their members with coal at cost price. One rather ingenious bargain was described by Mr. Mathison at the Convention, who stated that the Public Works Association at Toronto secured coal at reduced prices from the dealer who had the Government contract. For some years prior to the formation of the Civil Service Store at Ottawa, coal was purchased by a volunteer committee in carloads and distributed direct from car to cellar; in fact, for one or more seasons local storage was arranged and coal was delivered as required. Ice was also a commodity supplied for a few seasons by co-operative effort. But owing probably to the lack of a permanent organization, both of these efforts were discontinued. Since 1911 the Store has taken orders for coal in carload lots, for delivery direct from the cars to customers; but no attempt has yet been made to revive the ice business.

Efforts Towards Permanent Co-operation.

In 1911, the Civil Service Co-operative Supply Association was formed at Ottawa, under the enthusiastic leadership of the late Alex. McNeill, and has done an increasing business each year. Last year the Winnipeg Customs Association organized a co-operative society, but has not yet opened a store. At Toronto a co-operative society is in process of organization. The visit of Mr. A. Paré and the writer to Montreal last winter resulted in the appointment of a Committee on Co-operation, but the committee, as far as the writer knows, has not yet reported.

The Federation's Project.

At the recent Convention of the Federation in Ottawa, the following resolution was adopted:—

“In accordance with the report of the Co-operative Committee, the Convention recommends the appointment of a Committee to take up practically the problem of co-operative buying and distribution on behalf

of the Public Service, and in order to assist in the launching of something material that the Federation pay or advance the funds necessary to send two representatives to Pennsylvania to study the proposition of buying coal for the whole Service. That Mr. H. T. Owens be appointed Chairman for the ensuing year, and a member of each organization as appointed by the President from time to time."

The report of the Committee referred to suggests that coal, flour and sugar be dealt with specifically. This is rather a chaotic year to do much speculating in flour or sugar, but steps are now being taken to carry out the desires of the Federation to the fullest extent possible. When arrangements are made to handle any commodity, the various Associations comprising the Federation will be asked to appoint representatives to take orders and arrange for distribution and financing.

The logical outcome of the Committee's work should be the formation of a wholesale and retail organization for the special cultivation of the public service constituency, and working in affiliation with the Co-operative Union of Canada. Once a workable scheme is set going, foresight and loyalty alike demand that the private trading now practised be merged in the general enterprise. While these private methods are more immediately profitable, it is questionable if, in the end, they really pay. If a reduction is effected in one-third of one's food purchases, and the opportunity to reduce the cost of the other two-thirds is neglected, the loss on the two-thirds more than counterbalances the gain on the one-third. Of course, it is impossible, when wages and warehousing charges enter into consideration, always to sell as cheaply as by private, unpaid methods; but the creation of a great buying and distributing organization is well worth a little monetary sacrifice for the results that will ultimately be attained.

The first English book on stenography, so far as known, was written by Dr. Timothy Bright in 1588. Its earlier invention is attributed to the Latin poet Ennius, to Seneca, to Cicero, and to several others.

A PROTEST.

The following letter from a prominent member of the Outside Customs Service takes exception to a reference made by Dr. Shortt at the People's Forum on Sunday evening, February 14:

"We have the whole Outside Service to consider, and it is for the people of Canada to bring that Outside Service under some regular conditions. What is the common standard of education there? The same as we apply to messengers, packers and sorters in the Inside Service. If you write at all legibly, and can spell simple words, if you can do addition and subtraction you do not need to know anything about multiplication and division. Because the standard is so low you may make a great many mistakes, and if you get over the hog line you get \$1,000 a year."

Assuming that Professor Shortt has been correctly reported, the above words are a portion of his address on "The Civil Service" delivered some weeks ago at the People's Forum in Ottawa. Now, let me state at the outset, in view of the many criticisms which have been levelled at the Professor on account of statements which he made on the same occasion regarding dismissals and appointments in the Service, if his knowledge of the facts were as accurate as that shown in his remarks concerning the Outside Service, I can readily understand why some of the strong adjectives that were applied to him were made use of by some of his critics. I hold no brief on behalf of the whole Outside Service, but as an ordinary every day Outside Customs officer, I take strong exception to the sweeping charge of the Professor regarding the low standard which he stated obtains in the Outside Service. In so far as the Outside Customs Service is concerned, does the Professor wish to be taken seriously by the people

of Canada who are in the final analysis the masters of Professor Shortt as well as of the Outside Service, when he makes the assertion that this great body of public servants, who have such a close and intimate connection with the commercial life of Canada in their official capacity, as the collectors of the bulk of the revenue of this country, need have no knowledge of multiplication and division? I have yet to learn that the Professor had established a name for himself as a humourist or funny man, but if he has decided on the new role I would advise him to choose some other subject than the Outside Service as his theme, for he has cut a sorry figure on his initial appearance. Owing to the "low standard" which obtains in the Outside Service, I confess I am *short* on grasping the subtle humour of his "hog line", but there is hope even for the Outside Service man, for we "live and learn" and our porcine propensities might be developed with a higher standard of education along these lines set for us by Professor Shortt.

CIVIL SERVANTS ON ACTIVE SERVICE.

The following further regulations regarding the pay and status of civil servants going to the front have been made effective by order-in-council:

(1) Civil pay or salary accruing from the Government to any officer or employee in the Civil Service of the Government during the period of his absence upon military service shall, if the Minister, or such officer as he may designate for the purpose, so direct, be paid to the dependents of the officer or employee on whose account the pay or salary is payable.

(2) No officer or employee in the Civil Service of the Government who shall hereafter enlist for service with the Expeditionary Forces shall re-

ceive any civil salary or pay for the period during which he is on service with the Expeditionary Forces unless he enlisted for such service with the consent of the head of his department.

(3) In the case of any officer or employee in the Civil Service of the Government who has heretofore enlisted for service with the Expeditionary Forces, consent of the head of the department to which he belongs to such enlistment shall not be deemed to be a condition to the payment of civil pay or salary during the period of the absence of such officer or employee while serving with the Expeditionary Forces.

(4) Officers and employees whose civil pay or salaries are permitted to be paid during military service shall upon the conclusion of the latter service be restored to their civil positions if they remain qualified to discharge the duties appertaining to those positions.

(5) In any case of doubt as to the amount of civil pay which is subject to the provisions of this order the finding of the head of the department shall be final and not open to question.

(6) The pay or salaries of substitutes to perform the duties of officers or employees absent upon any military duty shall be chargeable to the War Appropriation.

DEATH OF COLONEL FARQUHAR.

In the death of Colonel Farquhar the Canadian Civil Service loses one of its most distinguished members, one who though only a brief time in Canada made a place for himself in the hearts of all those who had the honour and pleasure to know this gentleman of charm and efficiency. The simple unaffectedness of his manner and the celerity and sincerity of his purpose in performing the business of State were nobly epitom-

ized by the Prime Minister in the House of Commons in the following words: "He was one of the finest characters I ever knew; and of all the able men who have filled the position of Military Secretary to the Governors-General of Canada, I do not know of any one who performed the duties of that responsible position more efficiently or who more thoroughly endeared himself to the Canadian people, than did Colonel Farquhar."

Col. Farquhar is the third member of the Governor-General's household to lay down his life on the field. Major Rivers Bulkely, of the Scots Guards, formerly comptroller of the household, was blown to pieces by a shell while in action with the British, while Capt. Newton, a former aide-de-camp of the Duke, was killed shortly after the Princess Patricia's went into action.

Col. Farquhar came to Canada as military secretary for the Duke of Connaught in 1913. He was then a major in the Coldstream Guards, but later received the rank of Lieut.-Colonel. His wife, Lady Evelyn Farquhar, and two daughters survive him.

Col. Farquhar was chosen to take command of the Princess Pat's on the organization of the regiment and the appointment proved a most popular one. He was an experienced soldier, having served in several campaigns and won his D.S.O. in the South African war.

THE OLDEST MAIL CLERK.

A press despatch from Windsor, Ont., dated March 16 says: Basil D. D. Rorison, aged eighty-two years, said to be the oldest railway mail clerk in America, died at his home in Windsor Sunday night. He entered the service more than fifty years ago, and formerly ran between Windsor and Niagara Falls.

INVALIDED HOME.

Sergt. William Barge, an Immigration officer at White Rock, B.C., is the first civil servant invalided home to Canada because of wounds received in action.

Sergt. Barge is a native of Niagara Falls and was connected with the 44th Regiment of that city before he went West, five years ago. When the First Contingent was recruited, he enlisted. He went to France with his battalion and in three days under fire he received three wounds in the arms. While not crippled, he is deemed unfit for further service at the front and so was allowed to return to Canada as soon as he could travel. He has since been visiting his boyhood home at Niagara Falls, but has now gone West again.

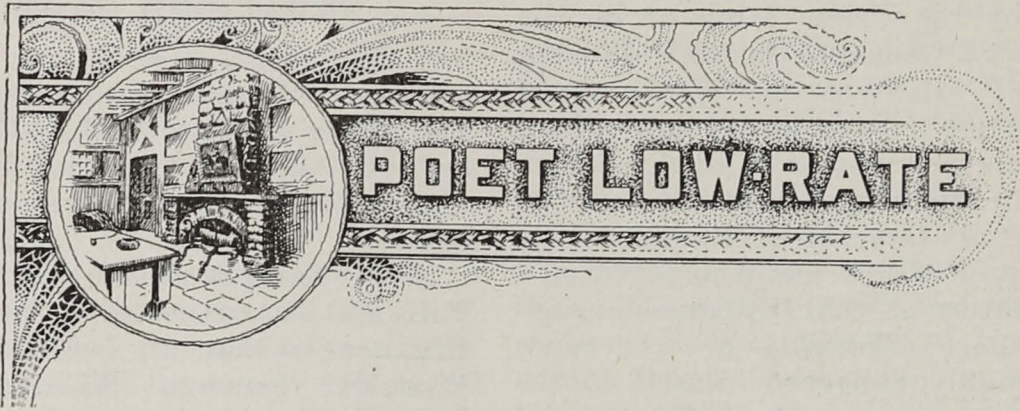
PRESENTATIONS.

'On Wednesday, 24th ult., the members of the Accountant's Branch of the Department of Indian Affairs rested from their arduous duties for a short time in order to make a presentation to two of their number, Lieut. S. W. Hobart, of the 21st Batt., C.E.F., going with the Second Contingent, and Sergeant-Major Robert Pringle, of the C.A.S.C. The former received a silver mounted cane and the latter a silver mounted riding crop.

The presentation was made by Mr. D. C. Scott, the Deputy Minister, formerly chief of the branch, and the recipients expressed their appreciation in suitable replies.

HOUSE TO LET.

Very desirable house to let, overlooking old Cemeteries Park, for a careful tenant. All conveniences. Apply *Civilian*, Box 484, Ottawa.



“To the Failure”

I'm writing this song to the failure,
 The fellow I hail as my friend,
 Who struggles along with a cheer and a song
 And yet always fails in the end.
 He's never ahead at the tape line,
 He's always the last in the race,
 Yet look as I may I never can say
 That defeat has been writ on his face.
 Like the tail of the cow you have read of
 He always is lagging behind,
 He's ever in debt, hot-water, and yet
 His heart is both honest and kind.
 It seems that whatever he handles
 Is bound to fall down and to fail,
 Yet I never have known him to grumble or groan
 As he plodded along through this vale.
 In the eyes of the world he's a failure,
 Though I cannot see it that way,
 He's down on his luck but brimful of pluck
 And cheery and lithesome and gay.
 He strives for the goal in the distance
 And though he has never arrived,
 He's struggled and fought like a jolly good sport
 As he's worked and attempted and strived.
 There's only one kind of a failure,
 The COWARDS—the fellows who QUAIL,
 Who throw up the sponge—who won't take the plunge
 Through the morass besetting their trail;
 But these cheery souls that I sing of—
 The fellows who never succeed—
 Are the salt of the earth for they struggle from birth
 In the hope that success be their meed.
 So here's to my chum—to the FAILURE,
 So called by the fellows who win,
 Though he tried mighty well, that he stumbled and fell
 Is his only and cardinal sin;
 So go plodding your way, you old rascal,
 I like the bright song that you hum,
 For you're doing your best and your struggles are blessed
 By the fellow who hails you as CHUM.

“CALL ALL HANDS”

The following lines by W. T. Goodge were not written during the stress of conflict, but are an expression of the sentiment which is in the heart of every true Briton. There's a splendid swing to them:—

There's a whisper that was borne upon the breeze—
Which the same is just a fancy kind of fable:
As a fact, the message went across the seas
By that unpoetic agency—the cable.
All the same it sent a sympathetic thrill
Through the Anglo-Saxon folk in other lands—
“If you're in for stormy weather
Kindly count us all together
And be good enough to ‘Call All Hands!’ ”
We hear the bugle calling on the British Grenadiers,
We hearken to the marching of the Irish Fusiliers,
The piping of the Highlanders is ringing in our ears,
So be kind enough to “Call All Hands!”

“Call All Hands!” and we'll show the doubting stranger
Albion can range her
Sons in time of danger:
Mistress of her destiny, there's nobody can change her.
Pass the word to “Call All Hands!”
We're going to find a place among the nations of the earth,
We'll found a New Britannia or we'll try for all we're worth,
But we don't forget the country where the Empire had its birth,
And we're ready when you “Call All Hands!”

And they talk of our “decadence” if you please;
And the beggars never seem to have a notion
That the Britain who is mistress of the seas
Has a group of growing Britons o'er the ocean.
We prefer a reign of quietness and peace,
But if trouble comes we'll show 'em how it stands—
That ten thousand miles of water
Makes the British all the tauter
When they pass the word to “Call All Hands!”
We're English as the English, tho' the waters lie between;
We're Irish as the Irish who are “Soldiers of the Queen”;
We're Scotch as any Scotsman in the town of Aberdeen,
And we're Britons when you
“Call All Hands!”

THE CIVILIAN

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THE EDITORS,
THE CIVILIAN,
P. O. Box 484, Ottawa.

Ottawa, April 2, 1915.

SIR ROBERT BORDEN IN HALIFAX PLATFORM.

A thorough and complete re-formation of the laws relating to the Civil Service should be put into effect, so that future appointments shall be made by an independent commission acting upon the report of examiners after competitive examination. I am convinced that we shall perform a great public duty by establishing in this country that system which prevails in Great Britain, under which a member of Parliament has practically no voice in or control over any appointment to the Civil Service.

To use the power of filling positions in the public service as a reward for party service and without regard to the character and capacity of the individual selected is a gross breach of a solemn public trust. A private trustee so dishonouring his office would be subject to punishment by the criminal law.

OUR BOYS

—
DEAD

LOUIS DE NOAILLES,

Killed at the Yser,
November, 1914.

PAUL HUMBERT,

Killed at Perthes-les-Hurlus,
Jan. 8, 1915.

A. NICHOLSON,

Killed Jan. 26, 1915.

CHESTER S. FRASER,

Died Feby. 5, 1915.

LIEUT.-COL. F. FARQUHAR

Killed Mch. 21.

—
WOUNDED

M. DORGAS,

At St. Feri, Sept. 18, 1914.

GEORGES P. HUGUET,

At Ville-sur-Turbe,
Sept. 25, 1914.

WILLIAM BARGE.

—
PRISONER

YVES RIOUX.

A LIVING SERVICE.

Much attention has lately been paid to the Ford automobile works. Henry Ford, the head of the concern, was called upon for a public declaration of his position before a Commission of the United States Government, and he gave such a startling confession of his economic faith that people have been talking about him ever since.

They say that this man Ford is one of the most successful manufacturers in the world; that he has an enormous output and profits concomitant. He made the concern himself, if reports be true, and he insists that his success is a permanency and that it is based on "horse sense" and not on luck.

The Ford concern employs at headquarters, we are told, fourteen thous-

and men, or about three times as many as the Dominion Government employs at headquarters here in Ottawa. Of course, there must be a widespread distributing force besides, just as there is a great outside service in the employ of the Dominion.

Ford's ideas are not necessarily right; but, in view of his tremendous success thus far, they are well worth considering.

That feature of Ford's system which has made the most stir is the payment of a minimum wage. It is alleged that no man in the factory receives less than five dollars a day. It does not concern us to establish or to disprove the literal truth of this statement, for there is no magic in exactly five dollars a day. The real point is that at least the men in the lower ranks of labour—using the words in no invidious sense—are paid more by Ford than they could earn elsewhere.

Another point is that the Ford establishment has a so-called "sociological department". The purpose of this organization is to keep track of the people employed and to help them in any way possible. Many ignorant men, people accustomed to poor surroundings and with no ambition for better, enter the Ford service. The sociological department opens the way for these people to develop and improve. It also helps to grade the men in the works, so that the good men steadily rise in the service and those that are less good steadily descend, but always keeping the way open for a man to climb when he decides that climbing up is better than slipping down. It is alleged that the sociological department costs \$9,000 a month; it is alleged also that the treasurer of the Ford concern would not take \$50,000 a month and run the risks of financial loss that the absence of this new-fangled idea would involve.

Again, promotion in the Ford

works is for everybody. If a man cannot be promoted in the department in which he is first employed he is transferred to another. He makes the rounds of the factory, if necessary, until the work for which he is best fitted is found, and in that work he advances. Nobody is discharged, but should men show by their conduct that they do not appreciate the Ford employment, they are not given the desirable places, and if they think their interests or tastes would be better met elsewhere their right to choose is not questioned.

But the sociological department is there to keep the man on the pay-roll if there is any way to do it, and to make sure that he is kept at the work that he likes and that he can do well.

Now, anybody will be able to tell us that this man Ford is "not so much", for every big concern does what he does—the Canadian Pacific Railway, for instance, and the United States Steel Corporation, and the Metropolitan Life Assurance, and scores of others. This is very true. Ford seems to be only an extreme instance of his kind. And it is possible that either by good luck or by good management, he has secured for himself advertising, a part of which should go to others.

If we take that view of it, we make Ford himself seem smaller, but we increase immensely the size of the ideas for which Ford stands. And Ford doesn't matter at all, except as he embodies or exemplifies an idea. What is that idea?

It is so simple that the wonder is that every employer of labour has not seen it always. The idea is that an organization is more than a mere aggregation of units. If we get that idea straight in our heads, it is easy to follow Ford and these other people in all that they do. As to the minimum wage, for instance: The lone, unattached and undirected labourer

produces only so much; but the same man as part of a big, efficient organization will produce far more. To pay him only the wages of the lone labourer is to make it desirable for him, at some time or other, to leave the organization and sell his labour elsewhere. When he goes he takes with him the skill he has acquired, and the organization must train a new man for his place. This involves loss in a dozen different ways. By giving the man bigger wages than he can earn elsewhere the organization does him a measure of justice and also gives him an interest in holding his place. This avoids loss and so makes money. This is not philanthropy; it is good business—"horse sense" as Ford puts it. And so with all these other so-called new ideas; they are all merely different ways of recognizing the fact that a man who is part of an organization is more than a man who is alone.

Has anybody ever thought of applying such an idea to the Canadian Civil Service? Yes. There must have been some such notion in the head of the man, whoever he was, who tried to express himself in the enactment of the Civil Service Act of 1908. Sir George Murray's report is a more or less consistent and sustained expression of the same thought. And a number of ministers, notably Hon. L. P. Pelletier when Postmaster-General, have tried to build up their departments on these lines.

But how unphilosophical, how incomplete has been the application and working out of the idea. Ford, with his nine-thousand-dollar-a-month sociological department, makes a genuine effort to scheme the thing out. But suppose that somebody were to propose that even nine thousand dollars a year should be spent in encouraging Civil Servants, putting "pep" into them, and finding for each man the work he can do best. The best he

could hope for would be a term in jail as a grafter,—that might save him from being adjudged insane and sent to the asylum.

Nevertheless, the experience of Henry Ford and other big employers of labour has its lessons even for the great men who have command of the Canadian Civil Service. We ought to lead; but meantime, let us hope, we may be given grace to follow in the right direction.



"THEY ALSO SERVE."

In his speech on the Budget, Mr. R. B. Bennett, M.P. for Calgary, spoke of the Civil Service in a way to make us all proud. He spoke of increased appointments so far as he had observed them as being necessary, and declared that some men in the Service, to his knowledge, were underpaid. But the main point was that when men in the Service volunteered for war their colleagues in office declared themselves ready to assume the burden of the work, gladly offering to Canada and the Empire what assistance was in their power.

This is the spirit that the Civil Service should show now and always, and we are glad that one of the people's representatives was able to give such testimony from his place in the people's House.

Our Roll of Honour shows that the Service is well represented at the front. All honour to those who have gone to face the hardships and dangers of the battlefield. But all honour also to those who take upon themselves tasks more than were appointed them in order that the necessary public services of the Dominion may be well carried on at this time of stress and trial.



W. C. BOWLES, I.S.O.

It brings to mind in a rather startling way the newness of the Domin-

ion of Canada to read of the retirement within the last few days of a man who had been continuously in the Canadian public service from a time anterior to Confederation. The official referred to is Mr. W. C. Bowles, I.S.O., clerk of votes and proceedings in the House of Commons. For every session of every Parliament, Mr. Bowles has been the able and faithful servant of the House. His work was exacting and responsible; it called for the exercise of marked ability guided by knowledge which only very special training could give.

The distinction of the Imperial Service Order was bestowed upon Mr. Bowles some years ago. At his retirement both Prime Minister Sir Robert Borden and the ex-Prime Minister and leader of the Opposition, Sir Wilfrid Laurier—the latter himself a veteran of almost equal service with Mr. Bowles—bore testimony from their places in the House to his meritorious and faithful service.

These are the honours that come to him. He retires with a pension based on his highest salary, which, according to the Civil Service List, was \$3,400 a year. And this after forty-nine years of labour in public office. And Mr. Bowles has for years been a man of prominence and was regarded as enjoying one of the best positions in the Civil Service.

When this is all that comes to one of the very best men in the public employ, specially fortunate in the place he filled, it will readily be understood that there are many who serve with equal faithfulness, but perhaps with less ability, who find the Dominion Service no very remunerative occupation.

Mr. Bowles had enough to assure a comfortable and respectable livelihood. And that is all that a civil servant expects or desires. But, when the civil servant gives up all the chances of great success which commercial and professional life offer, it is reasonable that he should be as-

sured of no less than that which the distinguished public servant who now retires was given.

Mr. Bowles carries with him into retirement the best wishes of all his colleagues of the Canadian Civil Service. He has done good work for our common master, the public, and has brought honour to the Civil Service as a profession.

EXAMINATIONS.

The examinations for the Outside Service will be held on May 11, 12 and 13. For the Inside Service they will be held during the week beginning May 10. For the latter, the positions vacant are as follows:

30 clerkships (for men) in Subdivision B of the Third Division.

2 positions as stenographers and typists (for men) in Subdivision B of the Third Division.

8 clerkships (for women) in Subdivision B of Third Division.

20 positions as stenographers and typists (for women) in Subdivision B of the Third Division.

30 clerkships (for men) in Subdivision B of the Second Division.

A TEST QUESTION.

During a sale at Rea's five women, each with her daughter, attended and purchased dress material. Each paid as many cents per yard for her cloth as the number of yards she purchased. Each mother spent \$4.05 more than her daughter. Mrs. Robinson spent \$2.88 more than Mrs. Evans, who only spent about one-quarter of what Mrs. Jones did. Mrs. Brown's purchase was much admired, even by Mrs. Smith who spent most of all. Mrs. Robinson bought 21 yards more than Bessie, one of the girls. Annie bought 48 yards more than Jessica, and spent \$29.12 more than Gertrude. Rose Marie was the Christian name of the other girl.

Who was her mother?

The Roll of Honour.

More than four hundred names of Canadian civil servants serving in the First and Second Contingents of the Canadian Expeditionary Force have been published in *The Civilian's* Roll of Honour. When the names now in the hands of the editors have been published, the Roll will be mounting towards the five hundred mark. That number will surely be attained and far surpassed.

Another name is added to the list of those who have shed their blood for the Empire. This time it is an Immigration officer who has been wounded.

The editors acknowledge, with thanks, the receipt of two splendid lists of names of new recruits from the Post Office Department. One list gives the names of men in the second company of the Canadian Postal Corps formed for overseas service, and the other gives the names of the fine contingent from the Toronto Post Office staff to the Second and Third Contingents. All these names will appear in early issues.

There is also a list in hand from the Rocky Mountains. Other lists are coming and more are wanted. A number of young men in the Ottawa service have recently donned the khaki. Complete lists of these from their several departments would be welcome.

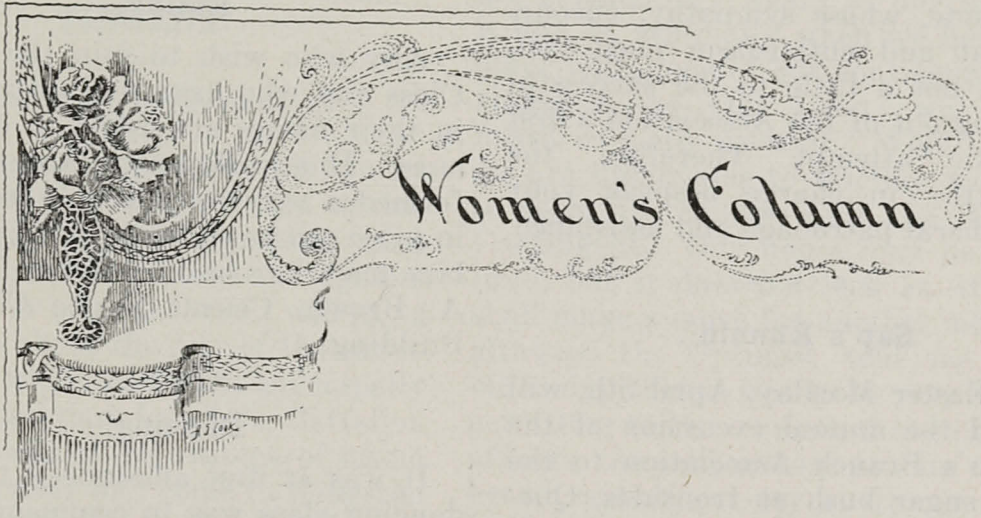
SEVENTEENTH LIST.

First Contingent.

H. B. Scharsmidt, Customs, Vancouver, 7th (Overseas) Battalion.
 E. H. P. Pollard, Customs, Victoria, B.C., 2nd Canadian Mounted Rifles.
 L. A. Chown, Customs, Ottawa.
 Wm. Barge, Immigration, White Rock, B.C. (formerly 44th Regiment).
 R. Lacroix, Letter Carrier, Ottawa.
 O. J. Hemming, Post Office, Toronto, Princess Patricia's Canadian Light Infantry.
 Frank Hall, Land Titles, Interior, Moose Jaw, Navy.

Second Contingent.

John Ryan, Registration Branch, Interior, Engineers.
 Sergt.-Maj. E. J. McCleary, W.O., Post Office Dept., Army Medical Corps.
 Sergt.-Maj. Alfred Pegg, Topographical Surveys, Army Medical Corps.
 H. L. Edwards, Dominion Lands, Interior, Army Medical Corps.
 E. H. Berthe, Secretary of State's Dept., Army Medical Corps.
 Major Herbert V. Rorke, Customs, 31st Regiment.
 Lieut. F. D. Sharman, Railway Mail Clerk, London, Postal Corps.
 W. Pickup, Railway Mail Clerk, Winnipeg, Postal Corps.
 G. McMillan, Railway Mail Clerk, Winnipeg, Postal Corps.
 Sergt.-Maj. Alex. McCracken, Registration, Interior, 59th Regiment.
 N. J. Darwin, Customs, Ottawa, Army Medical Corps.
 Lieut. S. W. Hobart, Indian Affairs, 21st (Overseas) Battalion.
 Sergt.-Maj. Robert Pringle, Indian Affairs, C.A.S.C.



The following social creed was announced recently by Mrs. J. Borden Harriman whom President Wilson named as the representative of the women and children of America in the great Industrial Relations Commission which is undertaking a three years investigation of the maladjustment between capital and labour in the United States:

"I believe in women in industry.

"I believe that the efficient woman should be paid exactly as much as the efficient man!

"I believe that there are certain employments in which women are more efficient than men.

"I believe in the payment of a living wage to all men and women—the man's wage to be such as will support himself, his wife and three children, so that the children will be enabled to remain in school until the age of sixteen.

"I believe that child labour must be absolutely abolished.

"I believe in motherhood pensions as the solution of the child-labour problem.

"I believe home work for women and children must be forbidden both in the interest of the workers and in the interest of the public.

"I believe in the establishment of a national employment bureau, with branches in all the States, issuing a national daily job report, showing just where employment in the various industries can be had, and which shall be as widely published as the daily weather report.

"I believe in unions for all men and women workers, because no class can be trusted to be altogether fair in dealing with another class.

"I believe in woman suffrage. But I

think women should seek to gain the vote by efficient work, and the demonstration of their fitness for it rather than by promoting sex antagonism.

"I believe that irregularity of employment—the slack season—is a great moral wrong that has got to be righted!"

* * *

April Meeting.

Owing to the regular monthly meeting falling on the Thursday preceding Good Friday it was found necessary to change the date and place to Saturday, 17th April, in St. John's Hall, corner Elgin and McLaren streets, when members of the Ottawa Women's Branch will present two playlets, viz: "Mere Man" (Swear), "How He Lied to Her Husband" (G. B. Shaw), under the direction of Miss Olive Garratt, graduate of the F. R. Benson Shakespearian School, Stratford-on-Avon; Academy of Dramatic Art, London, Eng., and Sir Herbert Tree's Academy of London; together with an orchestra selected from members of the branch and their friends.

This entertainment will be open to members and friends of the branch and tickets, for sale at 25 cents each, will be distributed throughout the Service.

If the success of this evening depends on those behind the footlights then the realization of our most sanguine hopes is already assured, but no! it depends equally on those on the

other side, whose sympathy, encouragement and enthusiasm must contribute not a little to the successful carrying out of the Association's first dramatic attempt. Therefore, the committee in charge bespeak your most liberal patronage and assistance.

* * *

Sap's Runnin'.

On Easter Monday, April 5th, will be held the annual excursion of the Women's Branch Association to the maple sugar bush at Ironsides, Quebec, *weather permitting*. Busses will leave the north-east corner of Bank and Wellington streets at 1.30 p.m., returning to the city at six. Maple syrup and sugar will be on sale, and those desiring to make purchases must bring jars or receptacles of some description with them. The individual cost of the trip will not exceed forty cents return.

All intending to "take in" this excursion will confer a favour on the executive by communicating with Miss Milly LaFleur, Marine Dept., Rea Bldg. (in writing) on or before Saturday, April 3rd. The total distance will not exceed seven miles; those preferring to walk will please signify the fact.

If the weather is doubtful, information as to whether the party will proceed may be obtained from:

Miss LaFleur, Phone Carling 1027.

Miss Kinsman, Phone Queen 3435.

Miss Blackburn, Phone Queen 3396.

This, and all similar excursions, are held under the auspices of the Recreation Club, and are for the members of the Club only. Any non-members wishing to make this trip must join the Club. Members of the executive will be in charge of each bus, and will receive the fees of any new members. The annual fee to the Recreation Club is fifty cents, and is, as has been stated before in these columns, to defray the expenses of notification.

Riding.

Any who wish to join the Riding Class and who have not already sent in their names are asked to do so at once. If a sufficiently large class is formed a very considerable reduction in price can be secured. Full particulars may be obtained from Miss F. A. Brown, Census Dept., Canadian Building.

* * *

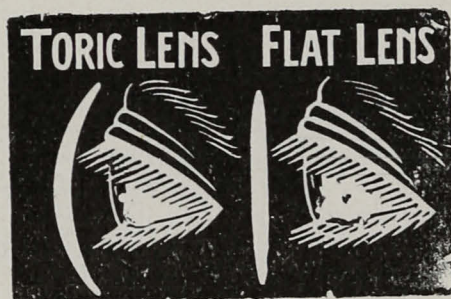
Dancing.

It was at first announced that the dancing class was to commence after Easter, but so many applications were received that a class was formed at once and met, for the first lesson, on Monday, March 22nd, at the Racquet Court. This class is proving one of the most popular the Recreation Club has yet undertaken.

* * *

Contributions from the women of the Service will be gladly received by the Editor of this Column, particularly personal items and news in general from the women of the different departments.

DOROTHY DAY.



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A timid person is frightened before a danger; a coward during the time; and a courageous person afterward.—*Rievhter.*

WITH THE SECOND CONTINGENT.

(By a Civil Servant.)

In the last contribution sent in by me, I described, or attempted to describe the great and impressive ceremony of the consecration and presentation of our colours: here I will say a few words about the rest of the carnival week, which consisted principally of sports and parades of the Battalion for the benefit of the visitors, of whom a large number had come to Kingston for the Carnival (so-called). It had been intended to hold the sports on the Cricket Field, than which there could not be a better place for the same: but, owing to inclement weather, they were held in the Armouries on two successive days. There were races for men, races for N.C.O's, races for officers, veterans, obstacle races, tugs of war, fighting on "horse-back", three-legged races, bayonet-fighting, *and* music by the regimental pipers' band. The men enjoyed themselves thoroughly, I am sure, and the officers helped things to go with a swing. I know that the Colonel took in all the fun, for he, with an Alpine hat perched rakishly on his head, led a snake-like procession round and round the Armouries after the pipes, yelling like a schoolboy at intervals. Major Bennett was in front of the pipers at the same time, twirling a cane after the fashion of a drum-major, and also having the time of his life. We appeared to be *the* attraction of the week, but it was rather wearying seeing Princess street so often: some wag suggested that we should be known as the "Princess Street Pets"!

In spite of the many rumours of departure, we are still very much in evidence here. It is said that spinal meningitis at Toronto has delayed our brigade, but in that case it seems hard to understand the arrival of some mounted infantry from Toronto in England. I am afraid that the men

are getting very weary of our life as it now is, especially when we hear of other battalions of our contingent arriving in the Old Land: we have heard so many cries of "Wolf" that we are dubious as to whether we are to go at all, unless with the Third Contingent. Our hopes may be realized, but it does not look as if we shall make a move for another month, although the Optimist told me the other day that it was to be very soon, according to the servant of one of the officers, the said servant having overheard said officer say at dinner that he could only get two days leave instead of three! Really I think that the person who painstakingly circulates all these rumours ought to be fired! They all purport to emanate from some source of authority,—*someone* heard the Colonel say that last Sunday was our last church parade in Canada, etc.—and they never come true. It is most likely that when the word does come (if it ever does) we shall know deuced little about it. I am now a hardened unbeliever, I will not believe anything until we are on board the transports for England. St. Thomas had nothing on me in the line of incredulity, believe me!

The spring is here, to judge from all appearances, and it is a pleasant change from the rigours of winter, although Kingston has a mild climate, so far as I have observed. It is a pleasure to discard overshoes, indeed we are being issued with rubbers instead, and a much better idea that is. Boots are being hob-nailed now, and will not wear out so fast (I hope) as in their beauty unadorned with those useful but heavy nails.

We are getting in lots of money for the Field Equipment Fund: as an Ottawan, I am ashamed to notice that that city has *not* made us a grant, being put to shame by all the small towns in Ontario; but I suppose it is on the general principle of doing nothing at all for volunteers, which appears to be the motto of Ottawa

SALISBURY PLAIN

"Last March I began your courses in Latin and French, but after sending you some of my work I was obliged to discontinue my studies. I would now like to finish my courses and ask you to kindly send me again the first books, as I left mine behind me in Canada."

LIEUT. M. (Nova Scotia Highlanders),
Salisbury, England.

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during this war. To individuals, such as the Women's Canadian Club, Ottawans in the battalion are grateful, but it cannot truthfully be said that Ottawa has dealt by her soldier-citizens as she ought to have done.

I am glad to have to report that Sergeant "Herb" Mainguy, of No. 4 Company, has been granted a commission in the Mounted Rifles now at Ottawa. He will be missed here by his many friends, and their best wishes follow him in his new surroundings. The life of a subaltern is not a path of roses, but I feel sure that "Herb" will be a credit to his new regiment, as he was to the 21st Battalion.

Corporal "Alf" Smith, who was for a time very seriously ill with pneumonia, is about again. His friends of the Immigration Branch of the Interior will be glad to hear this, for "Alf" is a favourite wherever he goes.

Among the Indians who have responded to the call to arms is J. Paudash, who is an employee of the Department of Indian Affairs. He sprung the news on me that he was also a civil servant, and I was glad to know that he is looked upon as a reliable and steady soldier.

I believe that the date is fixed for our horses to go over to England; nothing is given out about us yet. Perhaps horses are needed more than men in these times! Cheer up—here's hoping!

I am sorry that there is not more real news just now, but I shall have a "newsy" page some day, if we ever leave Kingston.

Moles: "Do you know that there are millions of germs on a five-pound note?" Thomson: "So I've heard; but if they wished to transfer themselves from the note to me while it was in my possession they would have to be lively!"

To work on, serve on, love on, unnoticed and unpraised, is perhaps the finest heroism earth can show.—G. H. Morrison.

THE CIVIL SERVICE ASSOCIATION OF OTTAWA.

The regular meeting of the Executive was held on March 16 in the Club rooms with a small attendance of members.

A communication from Mr. Coats resigning the presidency, as conditions over which he had no control had prevented him and would continue to prevent him from attending the meetings of the Executive, was read. It was unanimously agreed to ask Mr. Coats to reconsider his resignation. It was the opinion of the Executive that even if he were unable to attend and preside at meetings of the Executive, he should continue in the position of President of the Association.

Certain editorial utterances of *The Civilian* were before the meeting and in this connection the position of the Association with regard to *The Civilian* was discussed. As *The Civilian* had been quoted in the House of Commons as expressing the opinion of the Service in matters which have not been before the Service for a decision, it was decided to place before the Premier and the member for Kings, P.E.I. (who made the quotation) the facts that the Inside Service Association does not publish *The Civilian* and is not responsible for its editorial opinions and utterances.

* * *

The regular meeting of the Executive of the Civil Service Association of Ottawa was held on March 2nd in the Club rooms, with a fair attendance of members.

The principal matter under discussion was the bill which has been introduced for the purpose of disenfranchising the Service. The question was discussed from many points of view and is still under consideration. A sub-committee was appointed to watch the progress of the bill, and it was decided to hold ourselves in readiness

to express our views if the bill should be advanced.

The report of the sub-committee on Reorganization was finally disposed of and it will be embodied in our proposed amendments to the Civil Service Bill.

Though definite announcement has been made that Civil Service legislation will not be introduced this session, interest is still maintained in the work yet to be done. Indeed, under these circumstances it will be possible to deal with the proposed amendments to the bills in greater detail. Time is available for consideration and discussion and it is the intention of the Executive to use this time to the best advantage.

RETIREMENT OF MR. W. C. BOWLES.

Tribute to the long and faithful service rendered by Mr. W. C. Bowles, retiring clerk of votes and proceedings in the Commons was paid yesterday by the Prime Minister and leader of the Opposition. The appointment of Mr. R. P. King to succeed him was ratified.

In making the motion Sir Robert Borden stated that Mr. Bowles' services covered a period of over sixty years, since he had commenced as a page in the house. He greatly regretted that the condition of his health necessitated his retirement now. He would be a great loss to the service, as an official who had always shown strict devotion to duty, and who was of a type which reflected credit on the Civil Service.

Sir Wilfrid Laurier said he had known Mr. Bowles for forty years, and he could bear testimony to his fitness and devotion to duty, as well as his high character. Mr. Bowles would bear with him the best wishes it was possible to offer. Sir Wilfrid stated he did not know the new clerk, Mr. King, so well, but was sure he would make a worthy successor.

THE CANADIAN EXHIBIT AT SAN FRANCISCO.

Extract from a letter written by an official at the Exhibition to a friend in Ottawa:—

Now I shall say a few words about the Exposition. Naturally I shall start with the Canadian Pavilion or rather Palace.

It goes without danger of encountering a single dissenting voice that the Canadian Exhibit takes the first prize. There is *no country* and *no state* of the American Union that comes within a mile of Canada as far as beautiful and instructive display is concerned. Everybody coming from the Exposition grounds talks about the Canadian building and its contents as the most wonderful thing he ever saw. Even Californians who, by the way, have every reason to be proud of their State building, are unanimous in their loud praise of Canada's exhibit. Why! The beauty of the Canadian display almost became the only topic of conversation, heard on street cars and in hotels from among Exposition visitors.

There is an "auto-train" service at the Exposition conveying visitors from one end to the other—a distance of about a mile and a half. I have many times heard the conductors of those trains call out: "A mile and a half through the Exposition! Ten cents! We pass the Canadian building, the most wonderful at the Fair. Ten cents to the Canadian building!"

This praise of the Canadian exhibit from the conductors became so persistent that, after a while, the Exposition officials had to order them to stop using "Canada" as a bait to lure prospective joy riders on board the train. But, of course, the conductors still call the attention of their passengers to the Canadian building. I have been on board those trains many times, riding through the grounds without hearing the conductor open his mouth except for demanding the

fare, until we approached Canada's building. Then suddenly, he woke up—and he always did it yelling at the top of his voice: "Canadian building next. Wait until car stops." And, as a rule, most of the passengers alighted and swarmed up the steps of the Canadian palace of attraction. Once inside, the visitor hardly knows on what to center his attention. "Look! There is a reproduction of Canadian woods and prairies, showing the various kinds of game in the country." "Come and see the live beavers, Ma! Aren't they cute?" "Daddy! What is all this?" And daddy explains that the miniature trains running through tunnels and stopping automatically in front of huge buildings erected in a prairie landscape, are there to show how the wheat wealth of western Canada is being transported from the farms to the elevators of Fort William. And before daddy has said all he wanted to say, a member of the family pulls his coat tail urging him to go, immediately, and view the fruit exhibit which, really, is "hors de concours." And, seriously, everything in the Canadian building is far superior to *anything*, of a similar nature, shown in other buildings at the Exposition. It costs a lot of money to represent Canada at the Fair, but, believe me, it has not been wasted.

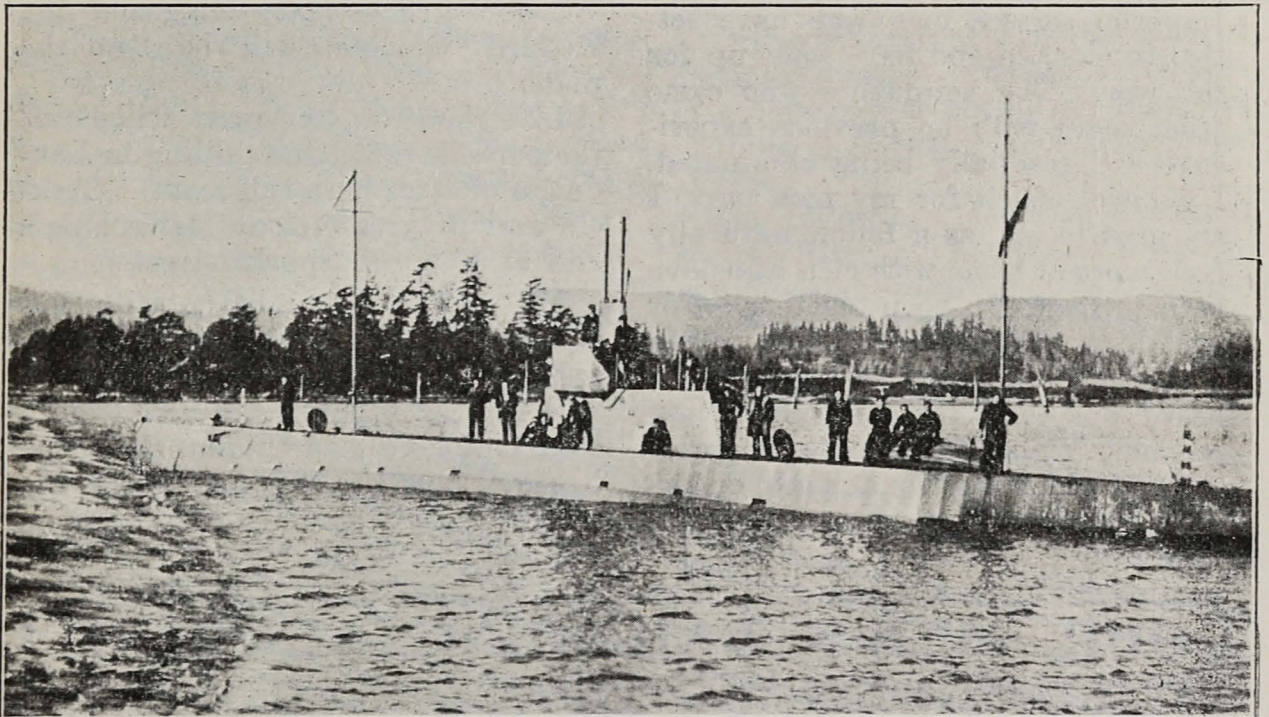
Several of the State buildings, especially Oregon and California, and also sections of the Palace of Agriculture have exhibits of grasses. I am not going to brag, but our exhibit of grasses eclipses *totally* every other exhibit of its kind. The room in which the grasses have been installed, is not yet open to the public, pending the instalment of an exhibit of cereals, and consequently I cannot tell you anything about how the display of grasses has affected the public mind. Colonel Hutchison is, however, well pleased, and Mr. Turcotte, who is in charge of the decoration branch, says that the specimens are "simply beautiful" and the arrangements O.K.

IN THE IMPERIAL NAVY.

The Civilian's special correspondent in the Imperial Navy, Mr. R. Herrod opened his communication with the editors from Moose Jaw, when in the Railway Mail Service there he introduced to these pages Mr. Jack Cadden, of the same service, whose verses have so charmed *Civilian* readers. Since then Mr. Herrod has addressed letters to *The Civilian* from many seas—from Halifax, from Archangel, and from Great Britain. The following letter lately received, dated Esquimaux, deals entertainingly with the romance and glamour of life in the Navy:

There is a great variety of life in the service of the Royal Navy. Take for instance the Gibraltar Cup, which is emblematic of the boat sailing championship of the Mediterranean, and when Admiral Sir John Fisher was commander-in-chief, with Lord Charles Beresford second in command. The Mediterranean fleet was the most important naval command away from England. There was al-

ways great rivalry between the "Renown" flag and "Ramilles" 2nd flag, and in fact throughout the fleet, each ship was always bent on being first ship finished in evolutions, shooting, boat sailing or pulling. On the occasion under discussion the "Ramilles" cutter won the "Gibraltar" Cup, against all comers. Next day the fleet left for a full speed trial. The "Renown", which it is said was built on plans from Sir John Fisher himself (being forerunner of the present battle cruisers) was the fastest ship in the fleet and as a rule waited until all the ships had passed before opening out. The "Ramilles" was one of the "Revenge" class, and much older and slower. When the "Renown" began to overhaul the fleet, he came up to the "Ramillies" first and asked her by signal why she could not steam. Quick and sharp came back the answer in Lord Charles Beresford's well known style, "We are towing the Gibraltar Cup." This grew to be the password on the station, and if ever one wanted to see some fun ashore in Malta or Gibraltar and saw a man



Submarine No. C. C. 2 at Esquimaux. Mr. R. Herrod, recently of the Moose Jaw Railway Mail Service and a member of *The Civilian* staff, is one of the crew of the submarine.

wearing the "Renown" cap ribbon, just ask him what became of the cup.

A most interesting thing occurred yesterday. Jack Munro, chief engineer of the ill-fated "Karluk", came aboard the "Shearwater" to see the chief engineer, Mr. Timbrell. The quartermaster on watch pointed him out to me, so I went down to my locker and fished up one of the back numbers of *The Civilian*, where the account of the rescue is given. He was picked up at Rogers Harbour, on Sept. 7. Just about that time I was getting ready to go to Archangel. The world is very small when you come to consider it.

Frank Hall, of the Land Titles staff, Moose Jaw, Sask., is on the C. C. S. "Lillooet". He was a leading signalman in the Royal Navy and volunteered at the outbreak of war and was sent out to Esquimalt, where he has been ever since, as signalman on examination service.

The submarine service is about the most interesting thing I have ever got into. We have some fine men in these boats, too. The majority of them are from the Imperial service, or are ex-Imperial service men who have settled in Canada and have come up for the war. The volunteers who came from shore with no previous experience are gradually being eliminated, I believe, which for my own part, I am glad to see, as a fellow naturally feels more at home with men who have been through the hoop together. For one thing there is less panic. When anything goes wrong, not a sound is heard, and every man is at his diving station. We are so used to the order "Still" which is given at a gun or torpedo tube and men become like statues.

"G.R." IN VAUDEVILLE.

A year and a half ago Mr. Gordon Rogers gave an evening of impersonations and musical recital by leading talent in St. Patrick's Hall. The programme will not have been forgotten by the many who heard it. On Wednesday and Thursday, 7th and 8th inst., he will present an even more varied entertainment—an up-to-date "Variety" bill—in St. John's Church Hall, Elgin street.

The programme will include the evergreen "Bill Adams" (by request); a brand-new-up-to-the-minute original "G.R." sketch, "Money Makes the Honeymoon", with Mildred Ashfield; and the following: Grace Abson, Piano Pot-pourri; the O'Hagans, Jim and Art, with Jimmy Douglas and Syd Rogers, in "Fifteen Minutes in Coontown"; Bert Lloyd, entertainer; Ethel Hinchcliffe, in songs; F. W. E. Bartholomew in "Humour at the Piano"; O'Regan, the Only One, in magic art; Eileen Gamble, in the Voice of the Violin; and Tommy Stratton in Harry Lauder impersonations. Mrs. Clinton Woodburn, Miss Mary King and Mr. Kellard Gamble will be "at the piano".

Like the show, the price will be of the popular sort: One shilling in London, a quarter here (all seats). Tickets and programmes at McKechnie's and at Raper's, Sparks street.

Mr. Rogers' connection with humorous and dramatic entertainments is too well known throughout the Service to need reference to here. As a contributor to *The Civilian* he is no less well known. It is hoped that the Service will extend its patronage on 7th and 8th instant.

OUR MEN'S TAILORING SECTION.

The man who realises the value of being well dressed—and his name is legion—knows that only suits that are well cut and carefully tailored from high-class materials will retain a good-looking appearance after the first few weeks of wear.

NOTE.—Let us commend to you our Special Business Men's Suits, made in our best style for the special price of \$25.00.

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THE OTTAWA SAVINGS AND LOAN SOCIETY.

Prussianism and Its Destruction.

One may well wonder what the Savings and Loan Society can possibly have to do with Prussianism or its Destruction. But let us see.

Norman Angell in his new book "Prussianism and Its Destruction" graphically traces the progress of the human race from the savage state, when every man's hand was against every other man's hand, up to the present semi-civilized state when some few at least are at times content to live in peace and co-operate with their kind in their own and other countries. The key-stone to this admittedly imperfect arch of progress is, in Mr. Angell's judgment, "*Co-operation*". First of all man began to co-operate with the members of his own family. Each family was then against every other family in the tribe. Later it became apparent that it would be more advantageous for all the families of the tribe to co-operate for defense and production. Later still the folly of strife between tribes speaking the same language and having much in common became apparent. Then co-operation between tribes became the general rule and the nations developed. Some of the nations have already managed to carry the idea a little farther, and are consequently able to agree, at times at least, to live in peace and co-operate in producing the good things of life. Looking down the long vistas of time Mr. Angell, with his prophetic vision, sees all nations of the earth bound together by mutual consent, co-operating with each other as many nations have already shown themselves capable of doing between times. This is the vision he sees notwithstanding the smoke and din of the present almost world-wide war; and it is all to be brought about by the development of the principle of "*co-operation*". This is the principle on which the culmina-

tion of world-progress is to be based. It is the principle on which the operations of the Savings and Loan Society were founded, and this principle—co-operation within the Civil Service family—has been adhered to ever since.

Mr. Angell contends that the nations of the earth should be so leagued together that the first one which should dare to cease to co-operate, *i.e.*, make war, would be jumped upon by all the rest, and put back in line. Thus would world peace be secured. He states that the only justifiable war is one with the object of getting the recalcitrant in line—back to the co-operation principle. It is not clear whether Mr. Angell would consider it justifiable to go out with a gun after civil servants who neglect to join the Savings and Loan Society. This, it must be admitted, is not clear, but there can be no doubt he would take a rather serious view of the practice of withdrawing from the Society so soon as the immediate need for a loan had passed. Should such a one apply for membership again Mr. Angell would probably recommend his re-admission to the fold, possibly even seventy times seven times, which has been the practice of the Savings and Loan Society. But for the sake of one's self-respect and for the respect of others no one should do that sort of thing more than two or three times at most.

The following business statement for the first four months of the present financial year shows what has been accomplished in the way of co-operation, and that without doing any gunning around Parliament Hill:

RECEIPTS.

Paid on shares.....	\$2,177.50
Deposits made.....	1,205.11
Loans repaid.. ..	4,379.64

Total receipts.... \$7,762.25

DISBURSEMENTS.

Shares withdrawn... ..	\$ 260.25
------------------------	-----------

Deposits "	223.06
Loans made	6,619.21
Total disbursements . . .	\$7,102.53

Anyone desiring to get in line should communicate with Mr. F. S. James, Manager, office of the Auditor-General, Journal Bldg. You will generally find him at his office after 5 p.m. In order to preclude all possibility of an unpleasant encounter with the Manager and his blunderbuss it is suggested that you surrender voluntarily and at once.

THE HOPE FOR CIVIL SERVICE REFORM.

Winnipeg Tribune.

The independent men and newspapers, however, continue to demand the reform of the Civil Service, outlined so strikingly by one of the party leaders. The party leader in question, when asked this week if he had given a Civil Service reform pledge, said he made this statement:

"To impress the importance of the subject upon the people and upon the Government then in power. The Government in a few months thereafter introduced the reforms effected by the Civil Service Act of 1908."

Positions in the public service are filled to-day "as a reward for party service" very much as of yore. The independent class of people, and many of the party newspapers are thundering against the practice. Extreme partisans are saying little. Those that are IN are profiting, and those that are OUT hope to profit some day, so the extreme Grits and Tories remain very much alike. The hope of Canada, in Civil Service reform, as in other reforms, lies with the independent men, and not in the partisans, who seem about as ready to uphold the wrong as the right.

Personals.

The following list includes changes in the personnel of the Service during the month of February, 1915, as far as obtainable. Division (Div.) refers to Inside Service only:—

Appointments.

Agriculture.—Leslie A. Browne, Div. 2B., Exp. Fms.; G. W. Kennedy, Div. 2B., Exp. Fms.; Miss M. A. Grant, Div. 3B., Live Stock.

Customs.—To be Prev. Officers: J. W. Elder, Beebe Junction; Jas. Cromb, Regina.

Inland Revenue.—F. X. De Billy, Dep. Coll., Victoriaville; J. H. Anderson, Dep. Coll., Saskatoon; J. T. Dagneau, W. & M., Quebec.

Finance.—Chas. N. Yetts, Div. 3B. Governor-General's Secy.—M. Joyce, Div. 3B.

Mines.—Miss J. V. Connor, Div. 2B. (Sec. 21).

Interior.—A. E. Smythe, Div. 3B.

Public Works.—J. C. Gustave, Div. 2A.; A. Nicholson, Messenger, Inside.

Secy. of State.—Miss E. B. Coughlan, Div. 3B.

Post Office.—Miss M. G. Moore, J. A. O. Matton, R.M.S., Ottawa; G. J. Ouim, R.M.S., Calgary; W. Denholm, R.M.S., Vancouver; J. E. Rolph, R.M.S., Toronto; C. Desfosses, P.O.I., Montreal; Edwin Harper, P.O.I., Edmonton; F. J. Elkins, P.O.I., Vancouver.

Promotions.

Customs.—Walter V. T. Green, Vancouver, to Senior Clerk; Peter McDonald, to Div. 2A.; G. W. Alton, to Sub. Coll., Burlington.

Inland Revenue.—C. E. A. Webbe, London, to Dep. Coll.; O. C. Delorme, to Insp. W. & M., Sherbrooke.

Interior.—Pierre Marchand, to Div. 1A.

Justice.—Miss A. Chamard, to Div. 3A.

Post Office.—R. J. Butler, Vancouver, to Chief Clerk; Alex. Pringle, Vancouver, to Class 2A.

The following to Class 2B: Chas. McColligan, North Bay; D. H. McInnes, Saskatoon; Miss J. G. Roberts, Winnipeg; J. V. Shea, Wm. Macdonald, Jean E. Leger, St. John; J. R. Beattie, E. W. Howey, A. D. Robertson, C. E. Carlin, Brantford; R. H. Long, Moose Jaw; Mrs. L. M. McKee, Winnipeg; J. M. A. Lemieux, Montreal; A. P. Couture, Annie Hackett, Mrs. C. A. White, H. P. White, Gladys Mullins, P. W. Powers, Sherbrooke.

The following to Class 3A: G. S. Fowles, Ottawa; Sam. Wolfson, Winnipeg; Al. Ferland, Montreal; S. Spence, Vancouver; Mrs. E. Morrison, Montreal.

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EVERY woman realizes that the first step in fashionable costuming is in the direction of a corset. And every physician, trained nurse or intelligent woman, whether her knowledge of womanly anatomy be much or little, knows that the road to good health is along the corset route. We are accustomed to speak of the sons of Adam and the daughters of Eve. Assuming that Adam had several sons apart from those recorded in sacred history, as there were more types of men in the world than the characters of Cain, Abel and Seth would justify, it is safe to assume that Eve must have had many daughters, judging from all the types of women there are, although Holy Writ is curiously silent about these daughters. However, the fact remains that there are many types, and corsets are produced to suit every type. It is all a matter of proper individual selection. All corsets are no more alike because they are made from boned fabrics than all women are alike because they have skins. There must be discrimination, and women must be educated to discriminate. The careful stocking and discrimination of corsets are as important a factor of our business as the selling of them. We are extremely fastidious as to the character of the corsets we sell, and employ experts to select them for and fit them to the patrons who wear them. Our new season lines are all to hand, and include:

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MODERN DANCING

PROF. LAING has opened his Dancing Academy at St. Patrick's Hall, and is prepared to give Private Lessons by appointment. Special club rates given on application for old and new dances—Tango, Tango (Maurice), Tango Parisienne, Maxixe, Evelyn Schottische, Hesitation Waltz, One Step, etc. Phone Q. 2036

PROF. LAING, St. Patrick's Hall, Laurier Ave. W.

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Public Works.—Eric Brown, Art Gallery, to Div. 1B.; K. G. Spangenberg, to Div. 1B.

Transfers.

A. M. Ferguson, P. O. Insp., Winnipeg, to Saskatoon; Geo. M. Harris, P. O. Insp., Bridgeburg to London; Thos. McConkey, Marine Dept., Halifax, to Quebec.

Superannuations.

Irene Girard, Dep. Coll. Inland Revenue, London; W. C. Whittaker, Asst. Postmaster, St. John.

Resignations.

Labour.—Miss A. D. Grey.
Inland Revenue.—Arthur Gilbert, Victoriaville; D. N. McGregor, Saskatoon.
Interior.—Reginald Plucknett, Inside.
Post Office.—Miss Ant. Tessier, Inside; Miss M. Nagle, M.O. Exchange.
Militia.—Miss A. R. Milne.

General.

An announcement which gives much satisfaction in both official and unofficial circles is that of the appointment of R. Richardson to be assistant secretary of the Board of Railway Commissioners of Canada. Mr. Richardson has been, for a number of years, private secretary to the Chief Commissioner, and it is safe to say that there is no more popular member of the Railway Commission staff.

J. Carnochan, of the Department of Marine and Fisheries, has been a patient in an Ottawa hospital.

Obituary.

The death occurred on March 22nd of Sarah, widow of the late Thomas Clarke, aged sixty-seven years. Deceased was the mother of Messrs. Austin E. Shore of the Dominion Observatory and Harry B. Shore of the Department of Militia and Defence.

William H. Smithson, some time accountant of the Post Office Department, died on March 21st at the ripe old age of eighty-one years. Deceased was a native of St. John, N.B., and came to Ottawa about thirty years ago. He is survived by one daughter.

George Paul Harwood, for many years chief proofreader at the Government Printing Bureau, died on March 25th, aged 76 years. He was born in Quebec, but had lived in Ottawa since boyhood.

Custom governs the world; it is the tyrant of our feedings and our manners, and rules the world with the hand of a despot.—*J. Bartlett.*

Athletics.

CLENDINNEN'S TEAM WON CUP

C. A. E. Clendinnen's team carried off the championship of the Ottawa Observatory Bowling League and the cup presented by the estate of the late James Davidson. McDiarmid's team was second and Motherwell's third. Clendinnen had the best individual average in Group 1, while Raley led Group 2 and Young, Group 3. French with 256 had the highest single and also best cross alley with 623 to his credit.

The official statistics for the Observatory League are as follows:—

Team Standing.

Captain.	Won.	Lost.	Av.
Clendinnen.. . . .	20	4	1415
McDiarmid.. . . .	16	8	1346
Motherwell.. . . .	14	10	1327
Dennis.... . . .	13	11	1356
Swinburne... . .	12	12	1320
DePuyjalon.. . . .	9	15	1291
Fairbairn.... . .	9	15	1263
Shore.. . . .	8	16	1316
French.... . . .	7	17	1237

TORONTO P. O. EXPERTS ON THE ALLEYS.

The annual five-pin handicap tournament for prizes of the employes of the General Post Office and Sub-stations was held at the Toronto Bowling Club Saturday, March 20, when over 60 contestants toed the foul line in the big blue ribbon event. Some of the notables present and who also took part in the games were: Lt.-Col. Geo. Ross, W. B. Rogers, Postmaster; W. G. Milligan, Assistant P. O. Inspector; R. Durstan, Superintendent of Letter Carriers; J. Kirkpatrick, Station "A"; W. Sparks, Superintendent City Delivery, and J. Drew, in charge of letter box collection. At the conclusion of the games the prizes, which were much in keeping with those of past seasons, were ably dis-

tributed by Postmaster Rogers, who in turn also figured in the donations and was applauded to the echo when the prize for second place was awarded him. The popular Postmaster, however, blamed the handicapper for his good work, and trusted they would be as generous to the "booby winner", who, being of a sensitive disposition, had already fled and left his little roll of paper to be unwrapped by the next lowest roller, Bill Parrett, who, however, claimed he would be tickled to death if they would always come as soft. Messrs. Graham, Allwell, O'Donoghue and Potts, the committee, merit the success of the affair and, like in past seasons have made a name for themselves in the handling of the annual big tournament.

The following are the prize winners, with handicaps and totals:—

	1	2	3	Hdp.	Ttl.
Kirkpatrick ...	94	107	121	150—	472
Rogers... ..	110	112	93	150—	465
Westman... ..	127	133	114	90—	460
Sparks... ..	106	108	112	120—	456
Shea... ..	124	160	115	55—	454
Law... ..	117	149	137	50—	543
Dixon... ..	138	112	123	75—	448
Miles... ..	130	71	165	90—	446
T. Allen... ..	103	136	111	90—	440
Galbraith... ..	137	106	116	85—	439
Durstun... ..	118	108	58	150—	434

BOOBY.

O. A. Murray..	51	69	43	90—	253
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The Ottawa Civil Service Bowling Club was successful on March 13th in winning the championship of the Senior City League from the Ottawas. In the second game of the home and home series, the civil service trundlers took three straight from Dr. Pinard's ten pin experts, thus capturing four out of five on the round and making their victory decisive. The civil servants won the first string by 938 to 887 and the second by 875 to 831. The third they took by 875 to 782, also showing a comfortable margin on the total number of pins in the two matches. Captain Howard Stewart of the champions was in his element in

the final game as he rolled the highest score of the series, viz., 631, with singles of 212, 210 and 209. Chapman was second with 586. A photograph of the champions will appear in a subsequent number.

* * *

Defeating the Civil Service club by a score of 5 to 0 at the Rideau rink, Ottawa, March 13th, the Aberdeen hockey team won the City Amateur championship and thus qualified to saw-off against the Montreal finalists for the Art Ross trophy and the right to challenge for the Allan cup. The Civil Service players really gave a much better account of themselves than the score would indicate, but they were unable to drive the puck past Goaler Thebo, who had one of the best nights of the season. In fact, had it not been for Thebo's display, the Civil Service might have stopped the winning streak of the yellow and black organization.

The Civil Service team was: Derocher, goal; Langlois, point; Heney, cover point; Ritchie, Quain, McPhail and Hooper, forwards. Bonell, Fawcett and Magurn, spares.

~ ~

The editors of *The Civilian* desire concise reports of games of all kinds played by civil servants, and all such reports will receive due attention.

Not His Fault.

Old Zeb. Hawkins sat on a log near the bridge one Sunday morning, casting anxious glances at an uncertain sky now and then. His willow fishpole and can of bait lay at his feet. Before he had quite decided on the weather the minister came by having taken a short cut owing to the fear of a sudden shower.

"Well, Brudder Zeb, is you gwine to chu'ch, or is you gwine fishin'?" he asked.

"Ah dunno yet," said Zeb, "Ah'm jest a-wrastlin' wif ma conscience."—"Joke-smith."

WORK.*By Elbert Hubbard.*

I am fully convinced that the most important thing in the world is earning a living.

And there is a difference between earning a living and getting a living.

You can get a living in several ways—borrow, beg, steal, by hook or crook—mostly crook.

But when it comes to earning a living, you turn the trick in just one way and no other—you work.

And the more intelligence and love you put in your work the bigger your reward.

And congenial work—work you do through choice—is joyous work and joyous work is just play.

And always for honest labor there is a return beyond the money.

The money is tangible gratitude and must be paid. But the money isn't all.

To earn a living is the natural and safe way of utilizing human energy.

Life is energy focused and individualized.

Human energy unused makes for disease.

Human energy wrongly used is vice and crime.

Vice is direct injury to yourself.

Crime is direct injury to society.

Both tend to disease, dissolution, death.

Work tends to health, happiness, progress, prosperity.

And be it known that health, happiness, progress and prosperity are not only contagious but infectious.

All good things are "catching." Life is motion. You keep good things by giving them away.

Money will buy practically everything, except a few little details like health, happiness and self-respect.

It is by doing our duty that we learn to do it.—*E. B. Pusey.*

Correspondence.

We do not hold ourselves responsible for opinions expressed under this heading.

WAR CONDITIONS.

Editors of *The Civilian*:

I read, in the last issue, the report of the Civil Service Savings and Loan Society. Great stress is laid on the fact that the society has been able to make a good showing, notwithstanding "the gruelling trial to which it was put by the war."

Will some of the members of the society kindly explain how on earth the war affects its affairs—except favorably? Every civil servant is getting as much salary as he was before the war started (not so, many clerks and other employees in commercial life, some of whom have had cuts of 10 and even 20 per cent. in salary).

In fact the war makes the lot of the civil servant better, on account of the slaughter prices which obtain everywhere. Clothing, haberdashery, groceries; does not one see tremendous bargains in almost every shop window? Rents, too, have come down in many cases.

We might as well act sanely in this matter, and acknowledge that the war has reduced the cost of living in almost every commodity—except, perhaps, whisky, which I think the C. S. S. and L. S. do not use.

Yours,

"COMMON SENSE."

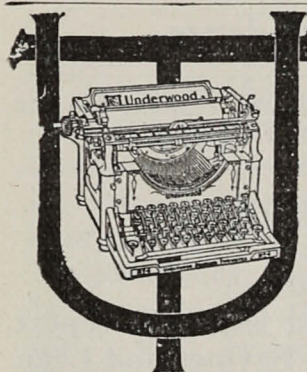
Ottawa, March 9, 1915.

Charged it Up.

"A man, on receiving his doctor's bill, hurried to the doctor's office and protested:

"What does this mean, doc? Besides the stipulated fee you have charged me \$100 extra for instruments!"

"Yes, I know," said the doctor. "That's for a very valuable saw that I left in your wife after her operation through inadvertence."



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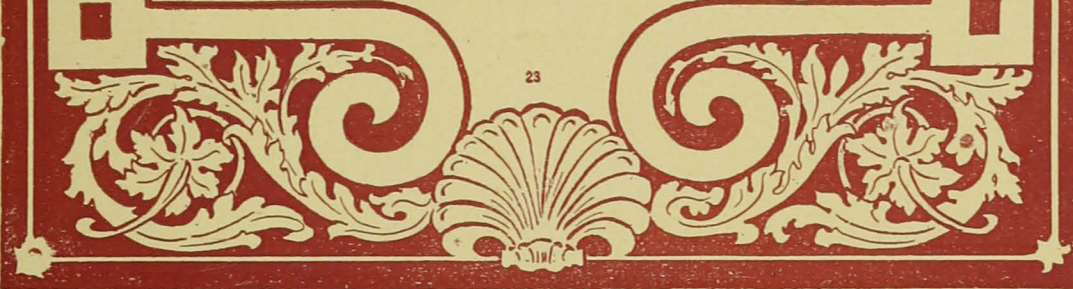
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